UNITED NATIONS

ST

Secretariat

ST/IC/1993/38
9 July 1993

INFORMATION CIRCULAR

To: Members of the staff

From: The Director of Personnel

Subject: THE 1992 FIRST OFFICER (P-4) PROMOTION REGISTER

1. The Secretary-General, having considered the recommendations of the Appointment and Promotion Committees and of the Appointment and Promotion Board, has approved the following promotion register for staff members at the Second Officer (P-3) level for promotion to the First Officer (P-4) level:

ABDALLA, Ms. Kathleen
ABDALLAH, Mr. Abulgasim
ABD-ELRAZEK, Mr. Adnan
ADAM, Mr. Ali M.
ADAMS, Mr. Clemens Martin
AGARKOV, Mr. Andrei
ALBERT, Mr. Charles
ANDREWS, Mr. Josiah
ANDRIANASOLO, Ms. Aimee Charlotte
ARTIGAS, Ms. Carmen
ASTAPKOV, Mr. Oleg P.
BACHMANN, Mr. Daniel Victor
BARTHET, Ms. Carmen
BAZARAA, Ms. Samia
BEN ABEES TAARJI-ASCHENBRENNER, Ms. N.
BENAVENTE, Mr. Jose Miguel
BEN HADID, Mr. Amor
BINDLEY TAYLOR-SAINTE, Ms. Gail
BISHOPP, Ms. Claudia
BITTER, Mr. Isaac
BLAHUT, Ms. Marie
BOIVIN, Ms. Catherine
BRICK, Mr. Alexander Stephan
BRISTER, Ms. Judith
BRONNER, Mr. Anton
CANAMERO, Mr. Carlos
CAPIO, Ms. Rosemille
CARRILLO-RODRIGUEZ, Mr. Jorge
CAVIC, Mr. Aleksandar
CHAMI, Ms. Andree
CHAN, Mr. Michael Hing Sang
CHANG, Ms. Tsu-Wei
CHARNSUPHARINDR, Ms. Anchalee
CHEN, Ms. Nancy
CHERIF, Ms. Mary Farrell
CHOUVALOV, Mr. Vladislav
DAHOUI, Mr. Christian
DAIF, Mr. Fathi
DE CASTRO, Mr. Juan A.
DEL POZZO, Ms. Fatma
DE TOMASSI, Mr. Furio
DHLIWAYO, Mr. Munorweyi E.
DIAZ-BENAVIDES, Mr. David
ELSHIRBEENY, Mr. Ali
ESCAITH, Mr. Hubert
ESTANLOO, Mr. Bijan
FALY, Mr. Desire A.
FEDOROFF, Ms. Michele A.
FLORET, Ms. Marie-Josephe
FLORY, Mr. Joseph E. P.
FRY, Mr. John
FUENTES, Mr. Juan Alberto
GAROFALO, Ms. Joyce
GARVEY-MWAZI, Ms. Mary Kristine
GAVIDIA, Mr. Jorge A.
GERLACH, Ms. Karin Ann

GIBSON, Ms. Maria Victoria
GLEASON, Mr. Steven
GONZALES-DIAZ, Ms. Violeta
GORBITZ, Mr. Raymond
GORDON, Ms. Kathryn
GOUROV, Mr. Yuri N.
GUERGUIL, Ms. Martine
GUHA, Ms. Krishnaveni
HAGENBARTH, Mr. Peter
HAMDAN, Mr. Yousef Mohammed
HAMDI, Mr. Mongi
HATINGUAIS, Ms. Catherine
HILAL, Mr. Walid
HOOPER, Ms. Elizabeth
HUSSEIN, Mr. Ahmed Mohamed
ISE-CHARRIN, Ms. Maria Francisca
JOSHUA, Mr. Frank T.
KANDIAH, Ms. Vasantha K.
KARL, Mr. Guenther
KAZAROV, Mr. Paul
KEARNS, Ms. Jill
KENNEDY, Ms. Barbara
KHALIDI, Mr. Raja
KNYAZEV, Mr. Pyotr
KOMALABHUTI, Ms. Amarachavee
KOTLYAR, Mr. Mikhail
KOTTE, Mr. J. P. Detlef
KRAIRIKSH, Ms. Nanda
LAPTEV, Mr. Boris
LAYE, Mr. Ousmane
LEE, Ms. Phyllis
LEE-DE LAURENTIS, Ms. Jennifer
LE NESTOUR, Ms. Jacqueline
LENNARD, Mr. Horace S.
LE TIEC, Ms. Marie Madeleine
LEWIS, Ms. Vivian I.
LEYS, Ms. Mireille
LOCKSHIN, Ms. Janine
LOIAL, Mr. Terseli
MALLAMPALLY, Ms. Padma
MAPONGA, Ms. Pamela
MAPONGO, Mr. Balthazar
MARIANO, Ms. Aleli M.
MASHAYEKHI, Ms. Mina
MAXIMOV, Mr. Alexei
METZNER-STRACK, Ms. Sabine
MIROUX, Ms. Anne
MOSKALENKO, Mr. Valeri Ivanovich
NAGATA, Ms. Kozue K. A.
NANDAN, Ms. Zarine
NARANG, Ms. Gunda L.
NGUYEN, Ms. Mai Chau
NIEDZIELSKA, Ms. Nadia
NIKKELSEN, Ms. Lene
NOETZEL, Mr. Manfred
NORDBERG, Mr. Rainer
ORSINI, Mr. Jan B.
OVEISSI, Ms. Marie E.
OVSIOUK, Mr. Alexandre
PARDAL, Ms. Deirdre
PARKHOMENKO, Mr. Vladimir
PELUSO-MANDELL, Ms. Catherine
PIAZZI, Mr. Sergio
PIERRE, Ms. Annette S.
PILARI, Mr. Dirk
POUCHKOV, Mr. Viatcheslav
QAQAYA, Mr. Hassan
RASHIDUDDIN, Mr. Shahid
RICHARD-VAN MAELE, Ms. Carine
RIVALS, Ms. Janine
ROMIG, Mr. Frederic
ROSENBLUM, Ms. Gay
RUYAPHORN, Ms. Suvarat
SAMUELSSON, Ms. Ada
SAN, Ms. Yuen-Wah
SCHAPER, Ms. Marianne
SCHMITZ, Mr. Peter
SEAFORTH, Mr. Jerome
SERRANO CALVO, Mr. Pablo
SHANK, Ms. Dorene
SHIRAISHI, Mr. Osamu
SIMKIN, Mr. Jerald M.
SLAVOV, Mr. Slav
SORIEUL, Mr. Renaud
STOUTE, Ms. Cheryl H.
SUZARA, Mr. Felizardo Buktaw
TANG, Ms. Jiansheng
TANKOU, Mr. Maurice
TAPPER, Mr. Gordon
TENZING, Mr. Karma
TIKHONOV, Mr. Alexandre
TOUBOLETS, Mr. Alexander
TRUJILLO, Ms. Catalina
UGHETTA, Ms. Mary A.
VALLEJO, Ms. Stella Maris
VANYI, Ms. Jacqueline
VENDRELL, Mr. Francisco J.
VILLAN DURAN, Mr. Carlos
WANG, Mr. Huaihai
WAPENYI, Ms. Freda N.
WEISBROD-WEBER, Mr. Wolfgang
WILLIAMS, Ms. Mignon P.
YEVSTIGNEYEV, Mr. Anatoly N.
ZADI, Mr. Urbain D.
ZELLEKE, Ms. Zena
ZHOU, Mr. Yuqiang

2. Promotion from the register will be authorized by the Director of Personnel, to the extent possible, depending on availability of posts. The latest date of implementation will be 30 June 1993, bearing in mind that the register year runs from 1 July 1992 to 30 June 1993. For those posts that were reclassified to higher levels in the context of the programme budget for 1992-1993 (General Assembly resolution 46/185 B, sect. II), departments/offices have been informed of the guidelines to be followed in such cases.

Recourse procedure

3. Staff members are reminded of the criteria for promotion, which include (a) performance; (b) academic training and professional qualifications and achievements; (c) linguistic proficiency; (d) supervisory abilities and leadership capabilities, as applicable; (e) guidelines and measures to improve the status of women; (f) seniority in grade and experience; and (g) record of mobility. It should be noted that promotion necessarily depends not only upon a staff member's intrinsic merit and seniority but upon a comparison of his or her overall qualities with those of his or her colleagues in a situation limited by the availability of posts. Although the reviewing authorities make every effort to ensure that a staff member's case for promotion has received full consideration, it is conceivable that the data presented in his or her case may have been incomplete in some significant respect. For this reason, the recourse procedure described below has been established to ensure full and fair consideration of all eligible staff members.

4. If a staff member believes that his or her name has been omitted from this promotion register because of incomplete information placed before or available to the Appointment and Promotion Committee, he or she may write to the Chairperson of the Committee, giving grounds for his or her belief. Such recourse letter in 25 copies must be submitted WITHIN ONE MONTH of the publication date of the present circular and should be addressed to the Chairperson of the local Appointment and Promotion Committee through its secretariat.

5. Relevant information brought to the attention of the reviewing body by a staff member will be examined with a view to determining whether, had it been known at the time of the initial review, it would have warranted the inclusion of his or her name on the register. Staff members are also advised that letters of recourse will be included in their official status files once the review has been completed.

6. The appointment and promotion bodies will decide what further recommendation, if any, they should make to the Secretary-General.